American Association of Colleges of Nursing

REPORT ON 1989-1990

FACULTY SALARIES

in

Baccalaureate and Graduate Programs in Nursing

BEST AVAILABLE COPY

INSTITUTIONAL DATA SYSTEMS

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INTRODUCTION

The American Association of Colleges of Nursing (AACN) represents 411 baccalaureate and higher degree programs in nursing. Since its inception, the mission of the Association has been to foster quality preparation of nurse clinicians, scientists, educators, administrators, consultants, and policy makers for leadership in nursing. The Data Bank Project, begun in 1978, was established to develop a database supportive of policy research and decision making by member institutions and the Association. This project formed the foundation for the Institutional Data System (IDS) which gathers and publishes data annually on enrollment and graduations, and faculty and deans salaries with related information. Data on administrative salaries were collected and published annually until 1984 when the decision was made to gather data for publication biennially.

This is the twelfth annual report on nurse faculty salaries and the second publication in the 1989-1990 series by the Institutional Data System for the AACN. Whereas the first publication included enrollment and graduations for both member and nonmember baccalaureate and higher degree programs in nursing, this report on faculty salaries includes data from AACN member institutions exclusively.

METHODS

Questionnaires used to collect data on faculty were essentially the same as those used in previous surveys and included such items as gender, ethnic background, educational preparation, rank, and tenure as well as salary. Survey forms were mailed to 411 AACN member institutions on September 1, 1989. Follow-up telephone calls were made the week of October 20 to programs that had not responded by the October 15 deadline. A response rate of 90.9 percent was achieved. Faculty salary questionnaires were returned by 374 member institutions for 8,062 individuals.

In order to permit comparison between salary bases and to increase cell sizes, all salaries were converted as has been the practice in previous reports. Salaries reported as being on an academic basis (9-10 months) were multiplied by eleven ninths (11/9) whereas calendar-based (11-12 months) salaries were multiplied by nine elevenths (9/11). This conversion permits the salaries of all individuals to appear in all tables.

RESULTS

Institutional Characteristics

The 374 institutions providing information on faculty characteristics were distributed by geographic region as follows: 110 in the North Atlantic, 102 in the Midwest, 123 in the South, and 39 in the West (See Appendix A). The percentage of institutions lost through nonparticipation according to region includes: 8.3 percent in the North Atlantic, 9.7 percent in the Midwest, 8.2 percent in the South, and 11.3 percent in the West. The distribution of responders by Carnegie Code classification is presented in Table 1. Few institutions were lost through nonresponse within the Carnegie Code classification of Doctorate-Granting Universities I and II, Research Universities I and II, and Liberal Arts Colleges I. Between 10 and 12 percent were lost in classifications Comprehensive Universities and Colleges I, Liberal Arts Colleges II, and Professional Schools and Other Specialized Institutions. Sixteen percent of those within the Comprehensive Universities and Colleges II and Other categories were lost through nonparticipation. Carnegie Code classifications and definitions appear in Appendix B. Of the responding institutions, 69 percent were within universities and 30 percent in four-year colleges. The nonresponse rate for universities was 6.5 percent; for four-year colleges it was 13.9 percent.

Total Faculty

In terms of the distribution of faculty by geographic region, 33 percent were in the South, 29 percent in the Midwest, 24 percent in the Northeast, and 13 percent in the West. Sixty-nine percent taught in public institutions, 16 percent in private/secular institutions, and 15 percent in private/religious institutions. Faculty teaching in universities represented 85 percent of all faculty, while 14 percent taught in four-year colleges. Forty-three percent were within academic health center settings. Sixty-five percent of all faculty (N=5,195) taught in institutions within the city limits of large metropolitan areas, 10 percent (N=787) outside the city limits of large metropolitan areas, 15 percent (N=1,241) in small cities, and 8 percent (N=642) in rural areas.

Ninety-eight percent (N=7,905) of the faculty were nurses. Forty-one percent (N=3,286) of all faculty had doctoral preparation, 198 more than last year. The number and percent of doctorally prepared faculty in participating schools for the past twelve years are presented in Table 2. The changing proportions of doctorally to non-doctorally prepared faculty are displayed in Figure 1. Faculty distribution according to rank is presented in Figure 2. Thirty-seven percent (N=3,013) were tenured.

Ninety-seven percent (N=7,549) of all faculty were female and 92 percent (N=7,312) were white. The distribution of minority faculty is displayed in Figure 3. Black faculty (N=428) comprise the majority of this small group (N=616).

Table 1

Distribution of Responding and Nonresponding Institutions by Carnegie Code Classification

Carnegie Code Classification	Responding Institutions	Nonresponding Institutions	Total
Comprehensive I	149	18	167
Comprehensive II	36	7	43
Doctoral I	25	1	26
Doctoral II	28	1	29
Liberal Arts I	10	0	10
Liberal Arts II	43	6	49
Research I	41	0	41
Research II	14	0	14
Specialized	21	3	24
Other	5	1	6
Missing	2	0	2

Table 2

Number and Percent of Doctorally Prepared Faculty in Participating Schools by Year Since 1978-79

Year	Participating Schools	Total Faculty	Doctorally Prepared Faculty N	Doctorally Prepared Faculty Percent
1978-79	189	6,297	944	15.0%
1979-80	206	7,062	1,136	16.1
1980-81	230	7,499	1,320	17.6
1981-82	256	7,547	1,464	19.4
1982-83	287	7,516	1,659	22.1
1983-84	312	7,732	1,863	24.1
1984-85	339	8,043	2,082	25.9
1985-86	357	8,267	2,375	28.7
1986-87	363	8,237	2,621	31.8
1987-88	355	8,256	2,903	35.2
1988-89	357	7,857	3,055	38.9
1989-90	374	8,062	3,253	40.0

Figure 1. Faculty Preparation in Participating Schools Since 1978-79

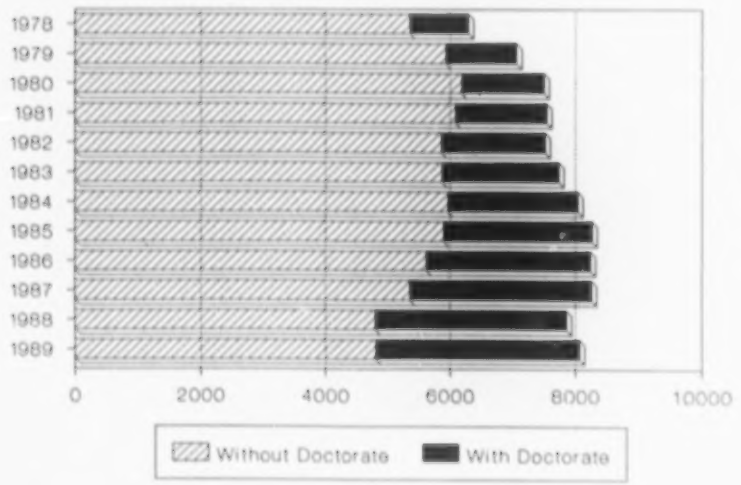
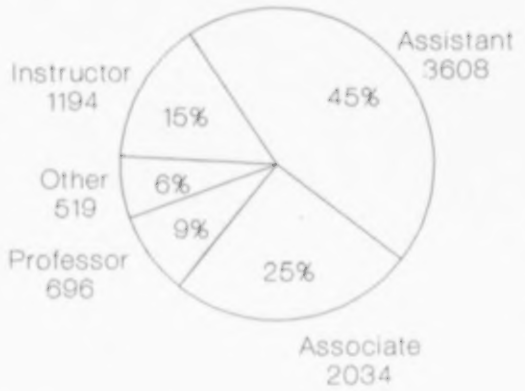
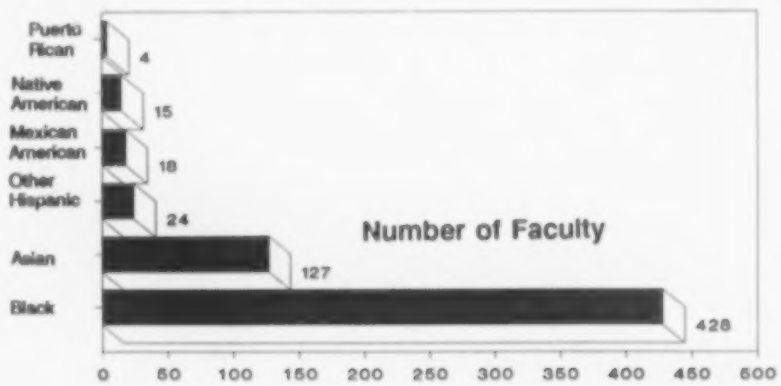


Figure 2. Rank of Faculty in Participating Schools in 1989-90 (N=8,062)



Missing N = 11

Figure 3. Ethnic Background of Minority Faculty (N=616) in Participating Schools in 1989-90 (Total N=8,062)



Missing N = 134

Nonnurse Faculty

Slightly less than two percent (N=145) of the faculty were not nurses. Complete data were available for 142 of these individuals. Sixty-five percent (N=92) of this group had doctoral preparation. Eighteen percent (N=26) were full professors, 30 percent (N=43) were associate professors, 23 percent were assistant professors (N=33), slightly less than 5 percent were instructors (N=7), and 23 percent were classified as other (N=33). Forty-three percent (N=61) held tenure. The salary basis for 63 percent (N=89) was on a calendar year.

Adjusted salaries for those with doctoral preparation on a calendar basis ranged from $31,570 to $59,425 for assistant professors; from $32,373 to $72,244 for associate professors; and from $50,436 to $95,910 for full professors. Academic salaries (adjusted) of doctorally prepared individuals ranged from $25,830 to $48,620 for an assistant professor; from $26,487 to $59,109 for an associate professor; and from $41,265 to $78,471 for a professor. Seventy-nine percent (N=112) of these individuals were on the faculty of public institutions. Ninety-five percent (N=135) taught in universities. Eighty-five of these individuals were women and 53 were men. The largest number of nonnurse faculty were white (N=129). Seven of the 12 minority faculty were Asian. The tables in this report do not include data on nonnurse faculty members.

Nurse Faculty

Faculty were included in the analyses of salary if they were nurses and there were no missing data on degree level, rank, salary, and salary basis. Complete data were returned for 7,742 nurse faculty (98% of nurse faculty) from the responding institutions (N=374). The distribution of faculty characteristics of faculty used in the analysis of salaries was similar to the total population in terms of region, public or private support, location in academic health center, location in university or four-year college, rural/urban setting, doctoral preparation, faculty rank, tenure status, salary basis, race, and gender.

Seventy-five percent (N=5,796) of the faculty salaries were reported on an academic basis with salaries ranging from a low of $15,600 for an instructor without a doctoral degree in a public institution to a high of $90,000 for a doctorally prepared professor in a public institution. The salaries reported on a calendar basis (N=1,946; 25% of total) ranged from a low of $19,067 for a non-doctorally prepared instructor to a high of $110,000 for a professor with a doctorate. Salary ranges for faculty according to rank by source of institutional support and faculty educational preparation for academic year based salaries are found in Table 3. The same information for salaries with a calendar year base is presented in Table 4.

Table 3

ACADEMIC YEAR: Minimum and Maximum Faculty Salaries for All Schools According to Rank by Type of Institution and Faculty Educational Preparation

	Rank							
	Professor		Associate		Assistant		Instructor	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Public								
Doctoral	$29,455	$90,000	$26,971	$72,000	$21,646	$60,056	$23,000	$41,869
Nondoctoral	$25,773	$72,980	$21,924	$56,654	$21,500	$65,455	$15,600	$41,869
Secular								
Doctoral	$30,498	$88,065	$22,044	$72,675	$21,273	$56,200	$19,636	$46,800
Nondoctoral	$28,669	$56,700	$23,727	$47,800	$18,812	$45,794	$21,093	$54,016
Religious								
Doctoral	$28,197	$79,895	$26,077	$55,700	$22,616	$48,439	$19,500	$35,456
Nondoctoral	$30,093	$50,650	$20,138	$46,600	$16,825	$39,914	$16,960	$39,305
Total								
Doctoral	$28,197	$90,000	$22,044	$72,675	$21,273	$60,056	$19,500	$46,800
Nondoctoral	$25,773	$72,980	$20,138	$56,654	$16,825	$65,455	$15,600	$54,016

Table 4

CALENDAR YEAR: Minimum and Maximum Faculty Salaries for All Schools According to Rank by Type of Institution and Faculty Educational Preparation

	Rank							
	Professor		Associate		Assistant		Instructor	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Public								
Doctoral	$36,000	$110,000	$32,964	$88,000	$26,456	$73,402	$28,111	$51,173
Nondoctoral	$31,500	$89,198	$26,796	$69,244	$26,278	$80,000	$19,067	$51,173
Secular								
Doctoral	$37,275	$107,635	$26,943	$88,825	$26,000	$68,689	$24,000	$57,200
Nondoctoral	$35,040	$69,300	$29,000	$58,422	$22,992	$55,970	$25,780	$66,019
Religious								
Doctoral	$34,463	$97,650	$31,872	$68,078	$27,642	$59,203	$23,833	$43,335
Nondoctoral	$36,780	$61,906	$24,613	$56,956	$20,564	$48,784	$20,729	$48,039
Total								
Doctoral	$34,463	$110,000	$26,943	$88,825	$26,000	$73,402	$23,833	$57,200
Nondoctoral	$31,500	$89,198	$24,613	$69,244	$20,564	$80,000	$19,067	$66,019

Mean salaries for 1989-1990 for faculty in the 374 institutions are slightly more than one percent to eight percent above the mean salaries for salaries reported by the 357 institutions in the IDS 1989 report (Table 5). The non-doctorally prepared professor had the smallest percent increase.

Mean salaries for calendar and academic bases for faculty with and without doctoral preparation by faculty rank may be reviewed in Table 6. It is of no surprise that there are higher mean salaries in calendar year based salaries than in academically based salaries. Additionally, there are higher mean salaries for doctorally prepared faculty in contrast to non-doctorally prepared faculty. There is evidence of a steady increase in mean salary with rank for both academically based and calendar based salaries and for doctorally and non-doctorally prepared faculty.

Salaries for calendar and academic bases according to selected percentiles for doctorally prepared and non-doctorally prepared faculty at each rank are presented in Table 7. The salary figure is the salary at that percentile. Salary ranges within a quartile can be constructed in relation to other quartiles. For example, the third quartile salaries on an academic year basis would range from $48,556 through and including $55,327.

Mean salaries with standard deviations as well as quartile salaries are presented on both an academic and a calendar basis for faculty ranks according to doctoral/no doctoral preparation for source of institutional support; region; universities; four-year colleges; academic health centers; schools with baccalaureate, masters, and doctoral programs; and location. Academic year data are found in Tables 8 through 37. Calendar year data appear in Tables 38 through 67.

NOTE: THE TOTAL AND NUMBER OF FACULTY IN EACH CATEGORY MAY VARY BETWEEN TABLES DUE TO MISSING INFORMATION ON KEY VARIABLES.

Table 5

Mean Faculty Salaries for Academic and Calendar Year Basis and Percent Change for 1988-89 and 1989-90 by Rank and Doctoral Preparation

Rank	Number of Faculty 1988-89	Number of Faculty 1989-90	Academic Year Basis 1988-89	Academic Year Basis 1989-90	Calendar Year Basis 1988-89	Calendar Year Basis 1989-90	Percent Change 1988-89	Percent Change 1989-90
Professor								
Doctoral	567	593	$47,181	$49,634	$57,665	$60,664	5.2%	5.2%
Nondoctoral	73	67	44,488	45,212	54,374	55,259	7.5	1.6
Associate Professor								
Doctoral	1,206	1,309	38,324	40,444	46,841	49,431	4.4	5.5
Nondoctoral	654	647	33,554	35,198	41,011	43,020	5.1	4.9
Assistant Professor								
Doctoral	1,092	1,186	33,726	35,550	41,220	43,450	6.4	5.4
Nondoctoral	2,369	2,327	28,422	30,004	34,738	36,672	5.5	5.6
Instructor								
Doctoral	24	31	31,240	32,585	38,182	39,827	12.0	4.3
Nondoctoral	1,126	1,134	25,617	27,705	31,310	33,862	6.2	8.1

Table 6

Mean Faculty Salaries for Academic and Calendar Year Basis According to Faculty Rank and Educational Preparation

Rank	Number of Faculty	Academic Year Basis	Calendar Year Basis
Professor			
Doctoral	593	$49,634	$60,664
Nondoctoral	67	45,212	55,259
Associate Professor			
Doctoral	1,309	40,444	49,431
Nondoctoral	647	35,198	43,020
Assistant Professor			
Doctoral	1,186	35,550	43,450
Nondoctoral	2,327	30,004	36,672
Instructor			
Doctoral	31	32,585	39,827
Nondoctoral	1,134	27,705	33,862
Other Faculty*			
Doctoral	41	36,276	44,337
Nondoctoral	407	28,492	34,823

* Other faculty includes clinical specialists, lecturers, and visiting professors.

Table 7

1989-90 Faculty Salary Percentiles for Academic and Calendar Year Basis by Rank and Faculty Educational Preparation

Rank and Number of Faculty	Academic Year Basis			Calendar Year Basis		
	25%	50%	75%	25%	50%	75%
Professor						
Doctoral (593)	$42,644	$48,555	$55,327	$52,120	$59,345	$67,622
Nondoctoral (67)	37,222	45,000	55,452	45,494	55,000	67,775
Associate Professor						
Doctoral (1,309)	35,844	39,800	44,222	43,810	48,644	54,049
Nondoctoral (647)	31,272	34,556	38,618	38,221	42,235	47,200
Assistant Professor						
Doctoral (1,186)	32,390	35,000	37,939	39,588	42,778	46,370
Nondoctoral (2,327)	27,010	29,404	32,620	33,012	35,938	39,869
Instructor						
Doctoral (31)	28,350	33,480	36,591	34,650	40,920	44,722
Nondoctoral (1,134)	24,513	26,967	30,240	29,960	32,960	36,960
Other Faculty*						
Doctoral (41)	32,232	34,245	38,528	39,395	41,855	47,089
Nondoctoral (407)	25,250	28,305	31,000	30,861	34,595	37,889

* Other faculty includes clinical specialists, lecturers, and visiting professors.

Table 8

ACADEMIC YEAR: Faculty Salaries for ALL SCHOOLS
According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	453	$50,360	$9,111	949	$40,865	$6,526	873	$35,816	$4,922	18	$32,621	$5,250
Nondoctoral	48	$47,632	$9,422	429	$36,464	$5,750	1490	$30,697	$4,321	675	$26,961	$3,737
Secular												
Doctoral	73	$50,443	$13,087	195	$40,540	$7,052	195	$35,793	$5,724	9	$33,365	$8,297
Nondoctoral	8	$39,467	$12,529	62	$35,178	$5,987	322	$30,748	$4,723	274	$31,394	$4,594
Religious												
Doctoral	67	$43,846	$9,524	165	$37,905	$6,500	117	$33,172	$3,912	4	$30,669	$7,490
Nondoctoral	11	$38,831	$6,661	154	$31,721	$4,576	493	$27,501	$4,030	184	$24,954	$3,443
Total**												
Doctoral	593	$49,434	$9,930	1309	$40,444	$6,670	1186	$35,550	$5,031	31	$32,586	$6,345
Nondoctoral	67	$45,212	$10,081	647	$35,198	$5,851	2327	$30,004	$4,502	1134	$27,705	$4,490

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 9

ACADEMIC YEAR: Faculty Salaries for ALL SCHOOLS
According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$43,860	$49,946	$55,452	$36,398	$39,924	$44,629	$32,727	$35,182	$38,090	$28,885	$32,485	$36,591
Nondoctoral	$42,378	$46,311	$55,452	$32,550	$35,446	$39,698	$27,800	$30,000	$33,156	$24,500	$26,414	$28,819
Secular												
Doctoral	$42,267	$47,867	$56,462	$35,880	$40,722	$44,230	$32,600	$35,300	$38,739	$27,564	$34,364	$38,900
Nondoctoral	$29,596	$32,415	$53,173	$30,286	$35,955	$39,365	$27,452	$30,090	$34,020	$28,591	$30,950	$33,897
Religious												
Doctoral	$37,512	$41,423	$48,375	$33,464	$37,090	$42,770	$30,900	$33,377	$36,000	$26,490	$33,860	$34,848
Nondoctoral	$32,852	$36,842	$44,085	$27,945	$31,948	$34,920	$24,627	$27,228	$29,999	$22,894	$24,500	$27,087
Total**												
Doctoral	$42,660	$48,555	$55,316	$35,846	$39,800	$44,214	$32,390	$35,000	$37,939	$28,350	$33,480	$36,591
Nondoctoral	$37,222	$45,000	$55,452	$31,272	$34,556	$38,618	$27,010	$29,404	$32,620	$24,513	$26,967	$30,240

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 10

ACADEMIC YEAR: Faculty Salaries in the NORTH ATLANTIC Region According to Rank by Type of Institution and Faculty Education Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	46	$55,974	$8,518	129	$43,742	$6,701	159	$38,331	$5,586	2	.	.
Nondoctoral	4	$45,107	$906	68	$40,469	$6,313	234	$33,836	$4,393	94	$29,372	$4,604
Secular												
Doctoral	46	$51,631	$11,713	145	$40,349	$6,371	129	$35,535	$5,707	2	.	.
Nondoctoral	4	$49,261	$10,473	44	$36,341	$6,187	176	$30,708	$4,313	103	$29,982	$4,423
Religious												
Doctoral	15	$49,256	$8,746	56	$38,274	$7,012	57	$33,219	$3,364	2	.	.
Nondoctoral	3	$38,304	$2,532	25	$30,831	$5,512	147	$26,929	$4,926	55	$25,617	$3,036
Total												
Doctoral	107	$53,165	$10,283	330	$41,323	$6,910	345	$36,440	$5,655	6	$36,942	$3,218
Nondoctoral	11	$44,762	$7,422	137	$37,385	$7,078	557	$31,025	$5,302	252	$28,802	$4,550

Table 11

ACADEMIC YEAR: Faculty Salaries in the NORTH ATLANTIC Region According to Rank and PERCENTILE by Type of Institution and Faculty Education Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$49,765	$54,899	$61,492	$39,430	$43,000	$47,932	$34,320	$38,000	$42,323	.	.	.
Nondoctoral	$44,576	$44,853	$45,639	$36,137	$40,498	$43,459	$30,682	$34,215	$36,462	$25,663	$28,149	$31,375
Secular												
Doctoral	$44,038	$50,247	$58,866	$36,587	$40,858	$44,100	$32,700	$35,238	$37,636	.	.	.
Nondoctoral	$42,457	$53,173	$56,066	$31,584	$36,951	$40,333	$27,750	$30,153	$33,124	$27,000	$30,000	$31,700
Religious												
Doctoral	$41,028	$48,297	$54,050	$33,455	$36,450	$43,150	$31,200	$33,000	$36,000	.	.	.
Nondoctoral	$36,842	$36,842	$41,228	$28,188	$30,237	$33,131	$23,953	$26,741	$29,729	$23,000	$25,632	$27,939
Total												
Doctoral	$44,969	$53,079	$60,670	$36,700	$41,437	$45,139	$32,977	$35,925	$39,606	$34,025	$36,690	$38,900
Nondoctoral	$36,842	$44,840	$50,914	$32,330	$37,636	$41,589	$27,285	$30,807	$34,567	$25,500	$28,149	$30,885

Table 12

ACADEMIC YEAR: Faculty Salaries in the MIDWESTERN Region According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	110	$50,024	$9,463	215	$42,108	$6,433	239	$36,070	$4,244	2	.	.
Nondoctoral	9	$38,765	$10,372	129	$35,709	$4,982	399	$30,204	$3,803	179	$26,297	$3,266
Secular												
Doctoral	11	$54,407	$20,129	23	$44,536	$10,128	43	$37,508	$6,268	7	$32,481	$9,257
Nondoctoral	1	.	.	7	$32,530	$4,654	88	$31,707	$5,143	155	$32,666	$4,317
Religious												
Doctoral	16	$42,018	$7,029	50	$38,432	$5,974	24	$33,838	$4,210	0	.	.
Nondoctoral	6	$37,480	$8,080	86	$31,711	$4,131	206	$27,865	$3,279	74	$24,173	$3,384
Total**												
Doctoral	137	$49,441	$10,759	288	$41,664	$6,888	307	$36,090	$4,629	9	$32,152	$8,086
Nondoctoral	16	$37,652	$9,234	224	$34,043	$5,016	715	$29,656	$4,031	409	$28,325	$5,084

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 13

ACADEMIC YEAR: Faculty Salaries in the MIDWESTERN Region According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$43,515	$49,440	$55,308	$37,700	$41,059	$46,539	$33,650	$35,697	$38,077	.	.	.
Nondoctoral	$32,455	$38,800	$42,490	$32,550	$34,664	$38,315	$27,808	$29,470	$32,161	$24,291	$26,103	$28,000
Secular												
Doctoral	$34,462	$49,091	$72,675	$36,920	$44,210	$47,557	$33,000	$37,779	$41,487	$24,545	$34,364	$39,273
Nondoctoral	.	.	.	$29,781	$32,974	$36,000	$28,639	$31,278	$35,990	$29,823	$32,650	$34,626
Religious												
Doctoral	$36,600	$39,910	$49,598	$33,597	$38,727	$42,500	$31,409	$33,679	$35,600	.	.	.
Nondoctoral	$32,324	$33,863	$44,085	$28,027	$31,927	$34,920	$25,359	$28,000	$29,968	$22,500	$23,750	$25,550
Total**												
Doctoral	$42,032	$48,375	$54,165	$36,890	$40,840	$45,563	$33,353	$35,697	$38,319	$27,564	$32,672	$35,182
Nondoctoral	$31,209	$33,999	$43,288	$30,603	$33,591	$36,517	$27,110	$29,070	$31,810	$24,563	$27,543	$31,603

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 14

ACADEMIC YEAR: Faculty Salaries in the SOUTHERN Region According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	177	$49,018	$9,670	424	$40,247	$6,839	336	$34,841	$5,059	14	$31,813	$5,076
Nondoctoral	7	$39,201	$5,689	167	$35,195	$5,415	698	$29,899	$4,216	311	$26,502	$3,646
Secular												
Doctoral	13	$46,804	$8,241	23	$38,417	$6,470	20	$33,733	$3,974	0	.	.
Nondoctoral	1	.	.	7	$33,911	$4,826	41	$27,555	$3,221	16	$28,159	$4,266
Religious												
Doctoral	26	$42,838	$10,736	35	$36,999	$6,230	20	$32,389	$4,954	2	.	.
Nondoctoral	0	.	.	21	$31,793	$5,208	104	$27,881	$4,172	31	$23,343	$2,685
Total												
Doctoral	216	$48,141	$9,894	482	$39,923	$6,827	376	$34,652	$5,026	16	$31,196	$5,694
Nondoctoral	8	$38,007	$6,256	195	$34,782	$5,455	843	$29,536	$4,240	358	$26,303	$3,723

Table 15

ACADEMIC YEAR: Faculty Salaries in the SOUTHERN Region According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$41,382	$48,103	$54,610	$35,163	$39,141	$44,116	$31,781	$34,000	$37,361	$28,350	$31,694	$35,895
Nondoctoral	$37,222	$39,805	$43,564	$31,400	$34,507	$38,082	$27,195	$29,169	$32,000	$24,026	$26,000	$28,146
Secular												
Doctoral	$42,267	$45,150	$48,795	$34,000	$38,102	$43,052	$30,458	$33,592	$37,092	.	.	.
Nondoctoral	.	.	.	$29,616	$31,936	$39,359	$25,850	$27,560	$29,095	$25,429	$27,086	$30,250
Religious												
Doctoral	$37,800	$41,174	$45,082	$31,500	$36,425	$40,580	$30,452	$32,915	$35,778	.	.	.
Nondoctoral	.	.	.	$26,850	$32,339	$34,740	$24,599	$27,222	$31,100	$21,500	$23,000	$25,500
Total												
Doctoral	$40,762	$46,867	$53,419	$35,000	$39,000	$43,971	$31,670	$34,000	$37,251	$28,350	$31,694	$35,746
Nondoctoral	$33,437	$39,224	$42,915	$31,140	$33,915	$37,691	$26,780	$28,932	$31,736	$24,000	$25,923	$28,000

Table 16

ACADEMIC YEAR: Faculty Salaries in the WESTERN Region According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	120	$50,496	$7,250	181	$38,788	$4,500	139	$34,858	$3,681	0	.	.
Nondoctoral	28	$52,950	$6,361	65	$37,032	$5,565	159	$30,818	$3,821	91	$27,342	$2,826
Secular												
Doctoral	3	$33,458	$2,799	4	$36,684	$5,487	3	$36,070	$2,823	0	.	.
Nondoctoral	2	.	.	4	$29,231	$1,831	17	$33,886	$5,710	0	.	.
Religious												
Doctoral	10	$41,278	$8,868	24	$37,272	$6,903	16	$32,986	$4,035	0	.	.
Nondoctoral	2	.	.	22	$32,704	$4,577	36	$26,657	$3,096	24	$27,926	$3,342
Total												
Doctoral	133	$49,418	$8,046	209	$38,574	$4,851	158	$34,691	$3,731	0	.	.
Nondoctoral	32	$50,947	$8,461	91	$35,643	$5,688	212	$30,358	$4,300	115	$27,464	$2,935

Table 17

ACADEMIC YEAR: Faculty Salaries in the WESTERN Region According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$44,748	$50,407	$55,452	$35,797	$38,383	$41,712	$32,229	$34,364	$36,372	.	.	.
Nondoctoral	$46,505	$55,452	$55,452	$32,364	$36,327	$41,158	$27,651	$30,273	$33,642	$25,358	$27,000	$28,524
Secular												
Doctoral	$31,842	$31,842	$36,690	$32,832	$38,324	$40,537	$33,115	$36,356	$38,739	.	.	.
Nondoctoral	.	.	.	$27,704	$29,183	$30,758	$30,470	$36,500	$38,739	.	.	.
Religious												
Doctoral	$35,735	$42,141	$44,580	$33,954	$36,220	$44,335	$30,352	$33,856	$36,220	.	.	.
Nondoctoral	.	.	.	$29,245	$33,085	$35,073	$23,395	$27,361	$28,702	$26,258	$27,288	$29,270
Total												
Doctoral	$44,103	$49,759	$55,140	$35,280	$38,153	$41,751	$32,133	$34,364	$36,372	.	.	.
Nondoctoral	$46,085	$55,452	$55,452	$31,549	$34,759	$39,865	$27,295	$29,794	$33,464	$25,500	$27,000	$28,884

Table 18

ACADEMIC YEAR: Faculty Salaries in UNIVERSITIES
According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	435	$50,563	$9,136	897	$41,061	$6,567	841	$35,860	$4,951	18	$32,621	$5,250
Nondoctoral	48	$47,632	$9,422	367	$36,536	$5,971	1330	$30,575	$4,251	636	$27,016	$3,826
Secular												
Doctoral	60	$52,939	$12,822	157	$41,943	$6,365	176	$36,300	$5,469	9	$33,365	$8,297
Nondoctoral	5	$45,339	$12,616	40	$37,374	$5,449	175	$31,914	$4,543	246	$31,898	$4,469
Religious												
Doctoral	54	$44,897	$9,966	132	$39,251	$6,318	101	$33,671	$3,367	4	$30,669	$7,490
Nondoctoral	9	$38,182	$5,749	77	$32,769	$4,647	223	$29,209	$4,075	96	$26,475	$3,456
Total												
Doctoral	549	$50,265	$9,854	1186	$40,976	$6,543	1118	$35,731	$4,958	31	$32,586	$6,345
Nondoctoral	62	$46,075	$9,711	484	$36,006	$5,903	1728	$30,534	$4,306	978	$28,191	$4,509

Table 19

ACADEMIC YEAR: Faculty Salaries in UNIVERSITIES
According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$44,103	$50,152	$55,452	$36,530	$40,000	$45,000	$32,760	$35,215	$38,124	$28,885	$32,485	$36,591
Nondoctoral	$42,378	$46,311	$55,452	$32,383	$35,462	$39,865	$27,701	$29,907	$33,000	$24,473	$26,477	$29,000
Secular												
Doctoral	$44,728	$50,247	$60,917	$37,504	$42,023	$45,000	$33,088	$35,493	$39,235	$27,564	$34,364	$38,900
Nondoctoral	$34,000	$50,914	$55,432	$32,133	$37,892	$40,735	$28,497	$31,559	$35,300	$29,257	$31,608	$34,200
Religious												
Doctoral	$39,201	$42,334	$50,821	$34,646	$39,120	$43,350	$31,460	$34,364	$36,100	$26,490	$33,860	$34,848
Nondoctoral	$34,873	$36,842	$41,228	$28,800	$33,435	$35,558	$26,701	$28,921	$31,975	$24,197	$26,512	$28,154
Total												
Doctoral	$43,398	$49,500	$55,452	$36,442	$40,083	$44,842	$32,727	$35,193	$38,000	$28,350	$33,480	$36,591
Nondoctoral	$38,800	$45,960	$55,452	$31,939	$35,251	$39,303	$27,566	$29,914	$33,052	$25,000	$27,435	$30,612

Table 20

ACADEMIC YEAR: Faculty Salaries in FOUR-YEAR COLLEGES
According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	15	$45,693	$7,725	47	$37,563	$4,886	19	$34,940	$4,642	0	.	.
Nondoctoral	0	.	.	57	$36,072	$4,254	148	$31,710	$4,803	23	$26,074	$1,591
Secular												
Doctoral	13	$38,923	$6,656	36	$34,138	$6,516	17	$29,859	$5,057	0	.	.
Nondoctoral	3	$29,680	$1,087	22	$31,184	$4,805	139	$28,833	$4,104	27	$26,664	$2,699
Religious												
Doctoral	13	$39,482	$5,882	33	$32,524	$3,971	14	$29,754	$5,882	0	.	.
Nondoctoral	1	.	.	68	$30,240	$3,871	269	$26,111	$3,393	87	$23,332	$2,549
Total**												
Doctoral	41	$41,577	$7,391	116	$35,066	$5,615	51	$31,805	$5,589	0	.	.
Nondoctoral	4	$30,473	$1,818	149	$32,637	$4,944	566	$28,317	$4,601	138	$24,460	$2,844

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 21

ACADEMIC YEAR: Faculty Salaries in FOUR-YEAR COLLEGES
According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$39,265	$43,051	$54,689	$33,900	$38,118	$40,500	$31,148	$34,715	$37,298	.	.	.
Nondoctoral	.	.	.	$33,144	$35,230	$38,052	$28,350	$30,842	$34,596	$25,000	$26,414	$26,966
Secular												
Doctoral	$34,462	$38,850	$42,660	$30,306	$33,325	$38,500	$26,623	$30,300	$31,138	.	.	.
Nondoctoral	$28,669	$29,540	$30,830	$27,327	$31,054	$33,000	$25,944	$28,926	$31,433	$24,102	$27,500	$28,918
Religious												
Doctoral	$36,278	$38,000	$41,000	$30,675	$31,460	$33,963	$27,000	$28,824	$30,394	.	.	.
Nondoctoral	.	.	.	$27,434	$29,517	$33,327	$24,064	$25,840	$28,279	$22,000	$23,000	$24,512
Total**												
Doctoral	$36,278	$40,250	$44,790	$31,078	$34,353	$38,642	$28,000	$30,930	$34,795	.	.	.
Nondoctoral	$29,105	$30,185	$31,841	$28,977	$32,600	$35,265	$25,000	$28,015	$31,000	$22,742	$24,317	$26,500

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 22

ACADEMIC YEAR: Faculty Salaries in Institutions with an ACADEMIC HEALTH CENTER According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	243	$50,928	$9,065	496	$41,672	$6,829	480	$35,943	$4,871	13	$32,340	$5,110
Nondoctoral	10	$46,212	$10,242	183	$36,092	$6,211	554	$30,358	$4,500	308	$26,847	$3,744
Secular												
Doctoral	36	$57,701	$13,156	92	$43,525	$6,795	140	$36,535	$5,368	8	$33,283	$8,866
Nondoctoral	1	.	.	15	$37,994	$5,883	104	$33,754	$4,294	211	$32,270	$4,275
Religious												
Doctoral	17	$44,083	$11,734	25	$36,721	$6,953	24	$33,587	$3,611	1	.	.
Nondoctoral	0	.	.	18	$32,836	$6,336	47	$26,782	$3,709	16	$27,576	$4,644
Total												
Doctoral	296	$51,358	$10,174	613	$41,748	$6,927	644	$35,984	$4,965	22	$32,769	$6,437
Nondoctoral	11	$47,050	$10,106	216	$35,953	$6,125	705	$30,620	$4,690	535	$29,007	$4,776

Table 23

ACADEMIC YEAR: Faculty Salaries in Institutions with an ACADEMIC HEALTH CENTER According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$44,329	$50,407	$55,514	$36,805	$40,413	$46,392	$33,050	$35,273	$37,985	$29,333	$32,672	$35,895
Nondoctoral	$39,805	$43,027	$46,800	$31,623	$34,628	$38,880	$27,336	$29,411	$32,518	$24,356	$26,645	$28,711
Secular												
Doctoral	$47,991	$55,471	$67,863	$39,672	$43,441	$45,848	$33,533	$35,561	$39,550	$26,055	$34,773	$39,086
Nondoctoral	.	.	.	$33,210	$37,316	$41,890	$30,027	$33,361	$36,786	$29,632	$31,909	$34,364
Religious												
Doctoral	$39,440	$41,370	$48,281	$35,350	$36,632	$38,753	$31,455	$33,702	$36,000	.	.	.
Nondoctoral	.	.	.	$26,894	$34,468	$35,950	$23,395	$26,796	$28,484	$24,758	$26,598	$30,420
Total												
Doctoral	$43,965	$50,398	$56,135	$36,818	$40,677	$46,200	$33,060	$35,291	$38,056	$28,350	$33,484	$36,591
Nondoctoral	$39,805	$43,564	$51,979	$31,661	$34,826	$38,618	$27,352	$29,788	$33,055	$25,527	$28,524	$31,786

Table 24

ACADEMIC YEAR: Faculty Salaries in Institutions with a BACCALAUREATE PROGRAM ONLY According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	25	$44,281	$6,909	118	$37,400	$5,021	64	$35,142	$5,543	2	.	.
Nondoctoral	1	.	.	88	$34,485	$5,048	416	$30,241	$4,199	96	$26,882	$3,279
Secular												
Doctoral	7	$35,859	$4,779	23	$35,398	$5,219	17	$33,156	$4,505	0	.	.
Nondoctoral	5	$33,921	$9,531	22	$32,701	$5,104	114	$30,552	$4,203	37	$27,256	$2,530
Religious												
Doctoral	16	$42,049	$9,120	44	$35,092	$4,807	26	$32,162	$4,042	0	.	.
Nondoctoral	9	$38,201	$6,440	89	$30,919	$4,450	273	$27,010	$3,701	79	$23,281	$2,650
Total**												
Doctoral	48	$42,309	$7,882	185	$36,602	$5,082	108	$34,102	$5,162	2	.	.
Nondoctoral	15	$36,088	$7,680	201	$32,688	$5,038	825	$29,163	$4,291	213	$25,607	$3,423

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 25

ACADEMIC YEAR: Faculty Salaries in Institutions with a BACCALAUREATE PROGRAM ONLY According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$38,991	$44,158	$49,500	$34,215	$37,527	$40,055	$31,278	$33,951	$37,549	.	.	.
Nondoctoral	.	.	.	$31,555	$33,952	$36,891	$27,747	$29,587	$32,118	$24,780	$26,414	$28,029
Secular												
Doctoral	$32,000	$34,462	$40,150	$31,500	$34,000	$37,800	$30,300	$30,930	$33,992	.	.	.
Nondoctoral	$29,540	$29,651	$30,830	$29,380	$32,581	$36,800	$27,675	$29,362	$31,870	$25,500	$27,322	$28,918
Religious												
Doctoral	$34,820	$40,807	$47,693	$31,261	$33,977	$39,170	$30,103	$31,913	$35,520	.	.	.
Nondoctoral	$32,852	$36,842	$41,228	$27,521	$31,191	$33,597	$24,425	$26,741	$29,112	$21,500	$23,000	$24,400
Total**												
Doctoral	$35,457	$41,334	$47,683	$32,500	$36,032	$39,970	$30,394	$32,947	$36,513	.	.	.
Nondoctoral	$29,651	$32,852	$41,228	$28,770	$32,872	$35,275	$26,300	$28,657	$31,300	$23,050	$25,500	$27,502

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 26

ACADEMIC YEAR: Faculty Salaries in Institutions with a MASTER'S PROGRAM in Nursing According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	428	$50,715	$9,105	831	$41,357	$6,568	809	$35,869	$4,870	16	$32,470	$5,365
Nondoctoral	47	$48,051	$9,059	341	$36,974	$5,816	1074	$30,874	$4,356	579	$26,974	$3,810
Secular												
Doctoral	66	$51,990	$12,738	172	$41,227	$6,992	178	$36,045	$5,774	9	$33,365	$8,297
Nondoctoral	3	$48,711	$12,756	40	$36,540	$6,056	208	$30,854	$4,991	237	$32,040	$4,510
Religious												
Doctoral	51	$44,410	$9,665	121	$38,928	$6,746	91	$33,460	$3,849	4	$30,669	$7,490
Nondoctoral	2	.	.	65	$32,820	$4,549	220	$28,111	$4,336	105	$26,213	$3,444
Total												
Doctoral	545	$50,280	$9,838	1124	$41,076	$6,690	1078	$35,695	$4,997	29	$32,499	$6,467
Nondoctoral	52	$47,844	$9,154	446	$36,330	$5,845	1502	$30,467	$4,549	921	$28,191	$4,569

Table 27

ACADEMIC YEAR: Faculty Salaries in Institutions with a MASTER'S PROGRAM in Nursing According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$44,336	$50,348	$55,452	$36,694	$40,202	$45,218	$32,920	$35,215	$38,107	$28,618	$32,485	$36,243
Nondoctoral	$42,490	$46,412	$55,452	$32,666	$36,071	$40,513	$27,808	$30,051	$33,467	$24,486	$26,400	$29,000
Secular												
Doctoral	$44,025	$49,482	$60,100	$36,960	$41,719	$44,704	$33,000	$35,429	$39,200	$27,564	$34,364	$38,900
Nondoctoral	$34,000	$55,432	$56,700	$31,169	$37,209	$40,735	$27,357	$30,225	$34,725	$29,557	$31,700	$34,298
Religious												
Doctoral	$38,000	$41,842	$50,821	$34,419	$38,605	$43,600	$31,000	$33,858	$36,100	$26,490	$33,860	$34,848
Nondoctoral	.	.	.	$29,478	$33,435	$35,733	$25,438	$28,000	$30,755	$23,720	$26,250	$27,945
Total												
Doctoral	$43,116	$49,721	$55,452	$36,530	$40,209	$45,000	$43,116	$49,721	$55,452	$28,350	$33,480	$35,895
Nondoctoral	$42,378	$46,606	$55,452	$32,095	$35,507	$39,841	$42,378	$46,606	$55,452	$25,000	$27,386	$30,683

Table 28

ACADEMIC YEAR: Faculty Salaries in Institutions with a DOCTORAL PROGRAM in Nursing According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	242	$50,988	$9,395	407	$42,455	$6,813	430	$35,798	$4,716	11	$33,118	$4,715
Nondoctoral	9	$48,333	$11,033	115	$36,658	$6,029	331	$30,257	$4,230	160	$27,860	$3,621
Secular												
Doctoral	42	$55,849	$12,830	76	$43,596	$6,985	115	$36,286	$5,733	8	$33,283	$8,866
Nondoctoral	0	.	.	7	$38,546	$5,911	68	$33,260	$4,672	186	$32,445	$4,372
Religious												
Doctoral	10	$53,332	$7,367	44	$41,620	$5,343	31	$34,122	$2,961	0	.	.
Nondoctoral	1	.	. .	4	$38,986	$2,757	26	$31,672	$3,756	12	$28,204	$1,463
Total												
Doctoral	294	$51,762	$10,014	527	$42,549	$6,735	576	$35,806	$4,875	19	$33,187	$6,552
Nondoctoral	10	$48,345	$10,402	126	$36,837	$5,945	425	$30,824	$4,411	358	$30,254	$4,585

Table 29

ACADEMIC YEAR: Faculty Salaries in Institutions with a DOCTORAL PROGRAM in Nursing According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$44,103	$50,407	$55,828	$37,780	$41,271	$46,857	$33,136	$35,263	$37,684	$28,885	$32,727	$36,591
Nondoctoral	$42,490	$44,964	$51,979	$32,527	$35,427	$39,269	$27,336	$29,425	$32,565	$25,514	$26,970	$29,702
Secular												
Doctoral	$45,377	$54,812	$65,455	$39,604	$43,013	$45,405	$33,000	$35,300	$39,629	$26,055	$34,773	$39,086
Nondoctoral	.	.	.	$33,210	$37,102	$45,794	$30,015	$33,201	$36,423	$29,823	$32,218	$34,424
Religious												
Doctoral	$51,500	$51,850	$61,800	$38,150	$42,045	$43,900	$32,050	$35,000	$36,400	.	.	.
Nondoctoral	.	.	. .	$36,772	$39,450	$41,200	$27,000	$31,850	$35,200	$27,050	$28,000	$29,300
Total												
Doctoral	$44,492	$50,661	$56,774	$37,988	$41,700	$46,575	$33,020	$35,265	$37,658	$28,350	$34,364	$37,684
Nondoctoral	$42,490	$45,882	$51,979	$32,550	$35,686	$39,865	$27,500	$29,900	$33,401	$26,800	$29,802	$32,951

Table 30

ACADEMIC YEAR: Faculty Salaries in Institutions in a RURAL AREA According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	23	$45,594	$6,188	58	$38,667	$4,952	29	$33,239	$3,671	0	.	.
Nondoctoral	2	.	.	36	$36,976	$4,883	208	$31,203	$3,677	67	$26,044	$2,104
Secular												
Doctoral	6	$49,131	$8,456	24	$41,490	$3,608	7	$35,879	$2,639	0	.	.
Nondoctoral	1	.	.	2	.	.	41	$31,511	$4,279	6	$24,541	$833
Religious												
Doctoral	7	$36,875	$4,350	9	$34,343	$3,466	3	$29,986	$1,333	0	.	.
Nondoctoral	3	$37,270	$5,988	16	$29,256	$4,913	44	$25,653	$4,012	17	$24,975	$2,499
Total												
Doctoral	36	$44,488	$7,322	91	$38,984	$4,880	39	$33,463	$3,632	0	.	.
Nondoctoral	6	$42,263	$8,570	54	$34,583	$6,146	293	$30,413	$4,300	90	$25,742	$2,173

Table 31

ACADEMIC YEAR: Faculty Salaries in Institutions in a RURAL AREA According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$41,184	$43,515	$50,551	$35,649	$38,637	$42,000	$31,775	$33,180	$35,000	.	.	.
Nondoctoral	.	.	.	$33,367	$36,392	$41,308	$28,298	$30,686	$34,215	$24,500	$25,606	$27,552
Secular												
Doctoral	$41,425	$47,975	$56,100	$38,750	$41,850	$44,179	$33,500	$37,000	$37,525	.	.	.
Nondoctoral	.	.	.	.	.	.	$28,778	$30,167	$35,200	$24,000	$24,057	$25,175
Religious												
Doctoral	$33,669	$37,512	$41,000	$32,000	$34,600	$35,226	$28,496	$30,394	$31,067	.	.	.
Nondoctoral	$32,852	$34,873	$44,085	$27,259	$28,134	$33,935	$23,953	$25,355	$29,000	$23,000	$24,926	$26,563
Total												
Doctoral	$39,836	$41,709	$50,015	$35,649	$38,900	$42,453	$31,500	$33,500	$36,000	.	.	.
Nondoctoral	$34,873	$42,077	$45,000	$30,397	$34,435	$39,416	$27,756	$29,870	$34,215	$24,113	$25,241	$27,350

Table 32

ACADEMIC YEAR: Faculty Salaries in Institutions in a SMALL CITY According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	58	$49,656	$8,618	140	$40,795	$7,770	148	$36,100	$5,135	4	$37,626	$2,177
Nondoctoral	2	.	.	113	$36,097	$5,377	300	$30,086	$4,321	170	$26,020	$3,620
Secular												
Doctoral	6	$38,121	$4,218	9	$34,787	$4,859	9	$31,334	$4,073	0	.	.
Nondoctoral	0	.	.	3	$30,986	$6,614	40	$28,234	$3,578	5	$24,861	$1,717
Religious												
Doctoral	7	$38,763	$8,900	12	$31,784	$5,666	7	$29,495	$3,657	0	.	.
Nondoctoral	3	$38,304	$2,532	26	$31,210	$3,649	59	$26,990	$3,335	23	$25,677	$2,450
Total												
Doctoral	71	$47,608	$9,357	161	$39,788	$7,934	164	$35,557	$5,283	4	$37,626	$2,177
Nondoctoral	5	$39,196	$2,490	142	$35,094	$5,468	399	$29,442	$4,272	198	$25,951	$3,466

Table 33

ACADEMIC YEAR: Faculty Salaries in Institutions in a SMALL CITY According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$43,605	$50,076	$54,689	$35,453	$39,212	$45,308	$32,960	$35,000	$38,210	$36,094	$37,138	$39,158
Nondoctoral	.	.	.	$32,820	$35,252	$38,886	$26,934	$29,504	$32,873	$24,000	$25,291	$27,427
Secular												
Doctoral	$33,696	$39,150	$39,955	$32,000	$33,375	$40,265	$28,634	$30,930	$32,893	.	.	.
Nondoctoral	.	.	.	$23,727	$32,561	$36,670	$26,425	$28,282	$30,795	$23,000	$25,847	$25,958
Religious												
Doctoral	$29,213	$40,586	$47,935	$27,381	$30,428	$34,907	$27,000	$30,136	$32,767	.	.	.
Nondoctoral	$36,842	$36,842	$41,228	$26,894	$31,552	$33,435	$23,395	$27,228	$29,587	$25,500	$26,384	$27,295
Total												
Doctoral	$40,590	$46,413	$54,200	$34,450	$38,209	$44,880	$32,172	$34,750	$37,607	$36,094	$37,138	$39,158
Nondoctoral	$36,842	$38,800	$41,228	$31,950	$34,120	$38,200	$26,500	$29,000	$32,114	$24,000	$25,500	$27,325

Table 34

ACADEMIC YEAR: Faculty Salaries in Institutions in METROPOLITAN AREAS OUTSIDE CITY LIMITS According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	17	$44,718	$11,152	63	$40,645	$6,340	52	$37,094	$5,261	0	.	.
Nondoctoral	9	$36,390	$8,593	25	$35,732	$3,310	129	$30,834	$4,631	33	$26,470	$1,836
Secular												
Doctoral	12	$46,613	$6,843	14	$37,470	$4,331	5	$31,474	$4,585	0	.	.
Nondoctoral	1	.	.	3	$31,336	$6,194	26	$28,414	$3,817	4	$22,356	$1,030
Religious												
Doctoral	20	$45,130	$9,430	48	$38,807	$7,034	31	$33,491	$3,601	2	.	.
Nondoctoral	0	.	.	20	$33,048	$5,213	138	$28,465	$3,992	47	$24,343	$2,016
Total												
Doctoral	49	$45,350	$9,378	125	$39,583	$6,491	88	$35,506	$5,055	2	.	.
Nondoctoral	10	$35,618	$8,462	48	$34,339	$4,531	293	$29,503	$4,419	84	$25,084	$2,241

Table 35

ACADEMIC YEAR: Faculty Salaries in Institutions in METROPOLITAN AREAS OUTSIDE CITY LIMITS According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$36,146	$44,598	$47,808	$37,353	$40,300	$44,423	$33,316	$36,751	$39,889	.	.	.
Nondoctoral	$27,907	$33,125	$44,840	$33,700	$35,446	$37,946	$28,000	$30,000	$32,394	$25,480	$26,414	$26,966
Secular												
Doctoral	$44,027	$44,880	$51,191	$34,840	$37,996	$40,032	$30,786	$31,287	$35,457	.	.	.
Nondoctoral	.	.	.	$24,607	$32,600	$36,800	$24,960	$29,491	$31,600	$21,579	$22,406	$23,133
Religious												
Doctoral	$37,750	$42,235	$51,700	$33,713	$36,666	$43,350	$31,460	$33,575	$36,45	.	.	.
Nondoctoral	.	.	.	$27,386	$33,300	$37,921	$25,500	$28,310	$30,755	$23,000	$24,166	$25,700
Total												
Doctoral	$38,000	$44,755	$51,600	$34,840	$38,500	$43,113	$32,093	$35,552	$38,101	.	.	.
Nondoctoral	$27,907	$32,790	$44,840	$30,819	$35,236	$37,921	$26,460	$28,921	$31,433	$23,435	$25,050	$26,571

Table 36

ACADEMIC YEAR: Faculty Salaries in Institutions in METROPOLITAN AREAS INSIDE CITY LIMITS According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	337	$51,449	$9,015	657	$41,243	$6,409	622	$35,921	$4,850	13	$31,410	$5,138
Nondoctoral	34	$51,631	$7,008	238	$36,862	$6,286	789	$30,809	$4,475	398	$27,563	$4,018
Secular												
Doctoral	49	$53,051	$14,390	148	$41,026	$7,573	174	$36,145	$5,792	9	$33,365	$8,297
Nondoctoral	6	$38,394	$11,648	54	$35,663	$5,772	215	$31,352	$4,866	259	$31,818	$4,347
Religious												
Doctoral	33	$45,625	$9,762	95	$38,680	$5,984	76	$33,507	$3,943	2	.	.
Nondoctoral	5	$40,083	$9,262	91	$32,098	$4,440	241	$27,673	$3,956	96	$25,159	$4,171
Total**												
Doctoral	419	$51,177	$9,965	900	$40,936	$6,610	873	$35,753	$5,024	24	$31,765	$6,753
Nondoctoral	45	$48,583	$9,466	385	$35,543	$6,130	1267	$30,261	$4,614	754	$28,716	$4,777

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 37

ACADEMIC YEAR: Faculty Salaries in Institutions in METROPOLITAN AREAS INSIDE CITY LIMITS According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$44,902	$50,433	$55,452	$36,684	$40,107	$45,025	$32,920	$35,318	$38,168	$28,885	$31,091	$32,727
Nondoctoral	$45,960	$55,452	$55,452	$32,323	$35,926	$40,545	$27,795	$29,914	$33,136	$25,720	$26,927	$30,000
Secular												
Doctoral	$44,264	$50,277	$65,455	$35,866	$41,704	$45,070	$33,000	$35,362	$39,280	$27,564	$34,364	$38,900
Nondoctoral	$29,651	$32,415	$50,914	$31,000	$36,020	$39,445	$27,716	$30,807	$35,000	$29,045	$31,330	$34,169
Religious												
Doctoral	$39,764	$42,041	$50,821	$33,928	$38,753	$43,100	$31,000	$33,929	$36,018	.	.	.
Nondoctoral	$32,324	$38,896	$48,453	$28,517	$32,320	$34,972	$24,968	$27,125	$30,000	$22,606	$24,303	$28,400
Total**												
Doctoral	$44,329	$50,384	$55,554	$36,403	$40,107	$44,779	$32,727	$35,224	$38,050	$27,760	$32,485	$35,717
Nondoctoral	$43,027	$51,979	$55,452	$31,146	$34,740	$39,240	$27,143	$29,532	$32,978	$25,337	$28,382	$31,325

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 38

CALENDAR YEAR: Faculty Salaries for ALL SCHOOLS
According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	453	$61,551	$11,136	949	$49,947	$7,976	873	$43,775	$6,016	18	$39,871	$6,416
Nondoctoral	48	$58,216	$11,516	429	$44,567	$7,028	1490	$37,519	$5,281	675	$32,952	$4,568
Secular												
Doctoral	73	$61,653	$15,995	195	$49,548	$8,619	195	$43,747	$6,995	9	$40,780	$10,140
Nondoctoral	8	$48,237	$15,313	62	$42,995	$7,318	322	$37,580	$5,773	274	$38,370	$5,615
Religious												
Doctoral	67	$53,590	$11,640	165	$46,329	$7,944	117	$40,544	$4,782	4	$37,485	$9,155
Nondoctoral	11	$47,460	$8,141	154	$38,770	$5,592	493	$33,612	$4,926	184	$30,499	$4,208
Total**												
Doctoral	593	$60,664	$12,136	1309	$49,431	$8,152	1186	$43,450	$6,149	31	$39,827	$7,755
Nondoctoral	67	$55,259	$12,322	647	$43,020	$7,151	2327	$36,672	$5,503	1134	$33,862	$5,488

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 40

CALENDAR YEAR: Faculty Salaries for ALL SCHOOLS
According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$53,607	$61,045	$67,775	$44,487	$48,796	$54,546	$40,000	$43,000	$46,554	$35,304	$39,704	$44,722
Nondoctoral	$51,795	$56,602	$67,775	$39,783	$43,323	$48,520	$33,978	$36,667	$40,524	$29,944	$32,284	$35,223
Secular												
Doctoral	$51,660	$58,504	$69,009	$43,853	$49,771	$54,059	$39,844	$43,144	$47,348	$33,689	$42,000	$47,544
Nondoctoral	$36,172	$39,618	$64,989	$37,016	$43,945	$48,113	$33,552	$36,776	$41,380	$34,944	$37,828	$41,430
Religious												
Doctoral	$45,848	$50,628	$59,125	$40,900	$45,332	$52,274	$37,767	$40,794	$44,000	$32,377	$41,385	$42,593
Nondoctoral	$40,152	$45,029	$53,882	$34,155	$39,047	$42,680	$30,100	$33,279	$36,665	$27,982	$29,944	$33,106
Total**												
Doctoral	$52,140	$59,345	$67,608	$43,810	$48,644	$54,049	$39,588	$42,778	$46,370	$34,650	$40,920	$44,722
Nondoctoral	$45,494	$55,000	$67,775	$38,221	$42,235	$47,200	$33,012	$35,938	$39,869	$29,960	$32,960	$36,960

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 40

CALENDAR YEAR: Faculty Salaries in the NORTH ATLANTIC Region According to Rank by Type of Institution and Faculty Education Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	46	$68,413	$10,410	129	$53,462	$8,190	159	$46,848	$6,828	2	.	.
Nondoctoral	4	$55,131	$1,108	68	$49,462	$7,715	234	$41,355	$5,369	94	$35,899	$5,628
Secular												
Doctoral	46	$63,105	$14,315	145	$49,315	$7,786	129	$43,431	$6,975	2	.	.
Nondoctoral	4	$60,208	$12,800	44	$44,417	$7,561	176	$37,532	$5,272	103	$36,644	$5,405
Religious												
Doctoral	15	$60,202	$10,689	56	$46,779	$8,571	57	$40,600	$4,112	2	.	.
Nondoctoral	3	$46,816	$3,095	25	$37,683	$6,737	147	$32,913	$6,021	55	$31,309	$3,710
Total												
Doctoral	107	$64,980	$12,569	330	$50,506	$8,445	345	$44,538	$6,911	6	$45,152	$3,933
Nondoctoral	11	$54,710	$9,072	137	$45,692	$8,651	557	$37,919	$6,480	252	$35,202	$5,561

Table 41

CALENDAR YEAR: Faculty Salaries in the NORTH ATLANTIC Region According to Rank and PERCENTILE by Type of Institution and Faculty Education Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$60,824	$67,098	$75,157	$48,192	$52,556	$58,584	$41,947	$46,444	$51,728	.	.	.
Nondoctoral	$54,482	$54,820	$55,780	$44,167	$49,498	$53,117	$37,500	$41,818	$44,565	$31,366	$34,404	$38,347
Secular												
Doctoral	$53,824	$61,412	$71,947	$44,717	$49,938	$53,900	$39,967	$43,069	$46,000	.	.	.
Nondoctoral	$51,892	$64,989	$68,525	$38,602	$45,162	$49,295	$33,917	$36,854	$40,485	$33,000	$36,667	$38,744
Religious												
Doctoral	$50,145	$59,030	$66,061	$40,889	$44,550	$52,739	$38,133	$40,333	$44,000	.	.	.
Nondoctoral	$45,029	$45,029	$50,390	$34,452	$36,956	$40,493	$29,276	$32,683	$36,335	$28,111	$31,328	$34,148
Total												
Doctoral	$54,962	$64,874	$74,152	$44,856	$50,645	$55,170	$40,305	$43,908	$48,407	$41,586	$44,843	$47,544
Nondoctoral	$45,029	$54,804	$62,228	$39,514	$46,000	$50,831	$33,347	$37,653	$42,249	$31,167	$34,404	$37,748

Table 42

CALENDAR YEAR: Faculty Salaries in the MIDWESTERN Region According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	110	$61,141	$11,566	215	$51,466	$7,862	239	$44,085	$5,187	2	.	.
Nondoctoral	9	$47,379	$12,676	129	$43,644	$6,089	399	$36,915	$4,648	179	$32,140	$3,991
Secular												
Doctoral	11	$66,498	$24,602	23	$54,433	$12,379	43	$45,843	$7,661	7	$39,698	$11,314
Nondoctoral	1	.	.	7	$39,759	$5,688	88	$38,753	$6,286	155	$39,925	$5,276
Religious												
Doctoral	16	$51,355	$8,591	50	$46,972	$7,302	24	$41,357	$5,145	0	.	.
Nondoctoral	6	$45,808	$9,876	86	$38,758	$5,049	206	$34,057	$4,007	74	$29,544	$4,137
Total**												
Doctoral	137	$60,428	$13,150	288	$50,923	$8,419	307	$44,110	$5,657	9	$39,297	$9,883
Nondoctoral	16	$46,019	$11,286	224	$41,608	$6,131	715	$36,247	$4,927	409	$34,620	$6,213

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 43

CALENDAR YEAR: Faculty Salaries in the MIDWESTERN Region According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$53,185	$60,427	$67,599	$46,078	$50,183	$56,881	$41,128	$43,030	$46,538	.	.	.
Nondoctoral	$39,667	$47,422	$51,932	$39,783	$42,367	$46,829	$33,988	$36,019	$39,308	$29,689	$31,904	$34,222
Secular												
Doctoral	$42,120	$60,000	$88,825	$45,124	$54,034	$58,125	$40,333	$46,174	$50,706	$30,000	$42,000	$48,000
Nondoctoral	.	.	.	$36,399	$40,302	$44,000	$35,003	$38,229	$43,988	$36,450	$39,906	$42,321
Religious												
Doctoral	$44,733	$48,779	$60,620	$41,063	$47,333	$51,944	$38,388	$41,163	$43,511	.	.	.
Nondoctoral	$39,507	$41,388	$53,882	$34,255	$39,022	$42,680	$30,994	$34,222	$36,628	$27,500	$29,028	$31,228
Total**												
Doctoral	$51,373	$59,125	$66,202	$45,087	$49,916	$55,688	$40,765	$43,630	$46,834	$33,689	$39,933	$43,000
Nondoctoral	$38,144	$41,554	$52,907	$37,404	$41,054	$44,631	$33,134	$35,530	$38,879	$30,021	$33,664	$38,626

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 44

CALENDAR YEAR: Faculty Salaries in the SOUTHERN Region According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	177	$59,911	$11,819	424	$49,190	$8,359	336	$42,584	$6,183	14	$38,883	$6,204
Nondoctoral	7	$47,912	$6,954	167	$43,016	$6,619	698	$36,544	$5,153	311	$32,392	$4,456
Secular												
Doctoral	13	$57,204	$10,072	23	$46,954	$7,907	20	$41,229	$4,857	0	.	.
Nondoctoral	1	.	.	7	$41,447	$5,898	41	$33,679	$3,937	16	$34,416	$5,215
Religious												
Doctoral	26	$52,358	$13,122	35	$45,221	$7,615	20	$39,587	$6,055	2	.	.
Nondoctoral	0	.	.	21	$38,858	$6,366	104	$34,077	$5,099	31	$28,530	$3,282
Total												
Doctoral	216	$58,839	$12,092	482	$48,795	$8,345	376	$42,352	$6,142	16	$38,128	$6,960
Nondoctoral	8	$46,453	$7,647	195	$42,512	$6,667	843	$36,100	$5,182	358	$32,148	$4,551

Table 45

CALENDAR YEAR: Faculty Salaries in the SOUTHERN Region According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$50,578	$58,793	$66,745	$42,976	$47,839	$53,920	$38,843	$41,556	$45,664	$34,650	$38,737	$43,872
Nondoctoral	$45,494	$48,650	$53,245	$38,378	$42,175	$46,545	$33,238	$35,651	$39,111	$29,365	$31,778	$34,401
Secular												
Doctoral	$51,660	$55,183	$59,638	$41,556	$46,569	$52,619	$37,226	$41,057	$45,335	.	.	.
Nondoctoral	.	.	.	$36,197	$39,033	$48,105	$31,594	$33,684	$35,560	$31,080	$33,105	$36,972
Religious												
Doctoral	$46,200	$50,324	$55,100	$38,500	$44,520	$49,598	$37,219	$40,229	$43,729	.	.	.
Nondoctoral	.	.	.	$32,817	$39,525	$42,460	$30,065	$33,271	$38,011	$26,278	$28,111	$31,167
Total												
Doctoral	$49,821	$57,282	$65,290	$42,778	$47,667	$53,742	$38,708	$41,556	$45,529	$34,650	$38,737	$43,690
Nondoctoral	$40,867	$47,940	$52,452	$38,060	$41,452	$46,067	$32,731	$35,361	$38,788	$29,333	$31,684	$34,222

Table 46

CALENDAR YEAR: Faculty Salaries in the WESTERN Region According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	120	$61,717	$8,861	181	$47,408	$5,500	139	$42,604	$4,499	0	.	.
Nondoctoral	28	$64,717	$7,774	65	$45,261	$6,801	159	$37,667	$4,670	91	$33,418	$3,454
Secular												
Doctoral	3	$40,893	$3,421	6	$44,837	$6,706	3	$44,086	$3,450	0	.	.
Nondoctoral	2	.	.	4	$35,726	$2,238	17	$41,417	$6,979	0	.	.
Religious												
Doctoral	10	$50,451	$10,839	24	$45,554	$8,437	16	$40,317	$4,932	0	.	.
Nondoctoral	2	.	.	22	$39,972	$5,594	36	$32,581	$3,784	24	$34,132	$4,085
Total												
Doctoral	133	$60,400	$9,834	209	$47,146	$5,929	158	$42,401	$4,560	0	.	.
Nondoctoral	32	$62,269	$10,341	91	$43,563	$6,952	212	$37,104	$5,256	115	$33,567	$3,587

Table 47

CALENDAR YEAR: Faculty Salaries in the WESTERN Region According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$54,692	$61,608	$67,775	$43,752	$46,913	$50,981	$39,391	$42,000	$44,455	.	.	.
Nondoctoral	$56,839	$67,775	$67,775	$39,556	$44,400	$50,304	$33,796	$37,000	$41,118	$30,993	$33,000	$34,863
Secular												
Doctoral	$38,918	$38,918	$44,843	$40,129	$46,840	$49,545	$40,474	$44,435	$47,348	.	.	.
Nondoctoral	.	.	.	$33,860	$35,668	$37,593	$37,241	$44,611	$47,348	.	.	.
Religious												
Doctoral	$43,676	$51,505	$54,487	$41,499	$44,269	$54,187	$37,097	$41,380	$44,269	.	.	.
Nondoctoral	.	.	.	$35,744	$40,437	$42,867	$28,594	$33,441	$35,080	$32,093	$33,351	$35,774
Total												
Doctoral	$53,904	$60,816	$67,393	$43,120	$46,632	$51,029	$39,274	$42,000	$44,455	.	.	.
Nondoctoral	$56,326	$67,775	$67,775	$38,560	$42,483	$48,724	$33,361	$36,414	$40,900	$31,167	$33,000	$35,303

Table 48

CALENDAR YEAR: Faculty Salaries in UNIVERSITIES
According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	435	$61,799	$11,166	897	$50,186	$8,026	841	$43,829	$6,051	18	$39,871	$6,416
Nondoctoral	48	$58,216	$11,516	367	$44,655	$7,297	1330	$37,369	$5,196	636	$33,020	$4,676
Secular												
Doctoral	60	$64,703	$15,672	157	$51,263	$7,780	176	$44,367	$6,684	9	$40,780	$10,140
Nondoctoral	5	$55,415	$15,420	40	$45,679	$6,660	175	$39,006	$5,553	246	$38,987	$5,462
Religious												
Doctoral	54	$54,874	$12,181	132	$47,973	$7,723	101	$41,153	$4,116	4	$37,485	$9,155
Nondoctoral	9	$46,667	$7,027	77	$40,052	$5,680	223	$35,700	$4,981	96	$32,359	$4,224
Total												
Doctoral	549	$61,436	$12,044	1186	$50,082	$7,997	1118	$43,672	$6,060	31	$39,827	$7,755
Nondoctoral	62	$56,314	$11,870	484	$44,007	$7,215	1728	$37,319	$5,263	978	$34,456	$5,511

Table 49

CALENDAR YEAR: Faculty Salaries in UNIVERSITIES
According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$53,904	$61,297	$67,775	$44,648	$48,889	$55,000	$40,040	$43,041	$46,596	$35,304	$39,704	$44,722
Nondoctoral	$51,795	$56,602	$67,775	$39,579	$43,342	$48,724	$33,857	$36,553	$40,333	$29,911	$32,361	$35,444
Secular												
Doctoral	$54,667	$61,412	$74,454	$43,838	$51,361	$55,000	$40,440	$43,380	$47,954	$33,689	$42,000	$47,544
Nondoctoral	$41,556	$62,228	$67,750	$39,274	$46,313	$49,788	$34,830	$38,572	$43,144	$35,759	$38,633	$41,800
Religious												
Doctoral	$47,912	$51,742	$62,115	$42,345	$47,813	$52,983	$38,451	$42,000	$44,122	$32,377	$41,385	$42,593
Nondoctoral	$42,623	$45,029	$50,390	$35,200	$40,865	$43,460	$32,635	$35,348	$39,081	$29,574	$32,403	$34,410
Total												
Doctoral	$53,042	$60,500	$67,775	$44,540	$48,991	$54,807	$40,000	$43,014	$46,444	$34,650	$40,920	$44,722
Nondoctoral	$47,422	$56,173	$67,775	$39,037	$43,084	$48,037	$33,692	$36,562	$40,396	$30,556	$33,532	$37,415

Table 50

CALENDAR YEAR: Faculty Salaries in FOUR-YEAR COLLEGES According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	15	$55,847	$9,441	47	$45,910	$5,971	19	$42,704	$5,674	0	.	.
Nondoctoral	0	.	.	57	$44,089	$5,200	148	$38,757	$5,870	23	$31,868	$1,945
Secular												
Doctoral	13	$47,572	$8,135	36	$41,724	$7,965	17	$36,495	$6,181	0	.	.
Nondoctoral	3	$36,275	$1,329	22	$38,114	$5,873	139	$35,241	$5,016	27	$32,589	$3,299
Religious												
Doctoral	13	$48,256	$7,189	33	$39,752	$4,853	14	$36,366	$7,190	0	.	.
Nondoctoral	1	.	.	68	$36,960	$4,731	269	$31,914	$4,147	87	$28,517	$3,116
Total**												
Doctoral	41	$50,816	$9,033	116	$42,859	$6,863	51	$38,872	$6,831	0	.	.
Nondoctoral	4	$37,244	$2,222	149	$39,889	$6,043	566	$34,609	$5,624	138	$29,896	$3,476

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 51

CALENDAR YEAR: Faculty Salaries in FOUR-YEAR COLLEGES According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$47,991	$52,618	$66,842	$41,433	$46,589	$49,500	$38,070	$42,429	$45,586	.	.	.
Nondoctoral	.	.	.	$40,509	$43,059	$46,508	$34,650	$37,695	$42,284	$30,556	$32,284	$32,958
Secular												
Doctoral	$42,120	$47,483	$52,140	$37,041	$40,731	$47,056	$32,539	$37,033	$38,058	.	.	.
Nondoctoral	$35,040	$36,104	$37,681	$33,400	$37,955	$40,333	$31,709	$35,354	$38,418	$29,458	$33,611	$35,344
Religious												
Doctoral	$44,340	$46,444	$50,111	$37,492	$38,451	$41,510	$33,000	$35,229	$37,148	.	.	.
Nondoctoral	.	.	.	$33,530	$36,076	$40,734	$29,412	$31,582	$34,563	$26,889	$28,111	$29,959
Total**												
Doctoral	$44,340	$49,194	$54,743	$37,984	$41,986	$47,229	$34,222	$37,803	$42,527	.	.	.
Nondoctoral	$35,572	$36,893	$38,917	$35,416	$39,844	$43,102	$30,556	$34,240	$37,889	$27,796	$29,721	$32,389

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 52

CALENDAR YEAR: Faculty Salaries in Institutions with an ACADEMIC HEALTH CENTER According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	243	$62,245	$11,079	496	$50,932	$8,346	480	$43,930	$5,953	13	$39,526	$6,246
Nondoctoral	10	$56,481	$12,518	183	$44,113	$7,591	554	$37,104	$5,500	308	$32,813	$4,576
Secular												
Doctoral	36	$70,524	$16,079	92	$53,197	$8,306	140	$44,654	$6,561	8	$40,679	$10,836
Nondoctoral	1	.	.	15	$46,437	$7,190	104	$41,255	$5,248	211	$39,441	$5,225
Religious												
Doctoral	17	$53,880	$14,341	25	$44,881	$8,498	24	$41,051	$4,413	1	.	.
Nondoctoral	0	.	.	18	$40,132	$5,300	47	$32,733	$4,533	16	$33,705	$5,676
Total												
Doctoral	296	$62,771	$12,435	613	$51,025	$8,467	644	$43,980	$6,068	22	$40,051	$7,868
Nondoctoral	11	$57,505	$12,352	216	$43,943	$7,486	705	$37,425	$5,732	535	$35,453	$5,838

Table 53

CALENDAR YEAR: Faculty Salaries in Institutions with an ACADEMIC HEALTH CENTER According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$54,180	$61,608	$67,850	$44,984	$49,394	$56,702	$40,394	$43,112	$46,426	$35,851	$39,933	$43,872
Nondoctoral	$48,650	$52,589	$57,200	$38,650	$42,323	$47,520	$33,411	$35,947	$39,744	$29,768	$32,567	$35,091
Secular												
Doctoral	$58,656	$67,798	$82,943	$48,487	$53,094	$56,036	$40,985	$43,464	$48,339	$31,845	$42,500	$47,772
Nondoctoral	.	.	.	$40,590	$45,608	$51,199	$36,700	$40,775	$44,961	$36,217	$39,000	$42,000
Religious												
Doctoral	$48,204	$50,563	$59,010	$43,206	$44,772	$47,365	$38,444	$41,191	$44,000	.	.	.
Nondoctoral	.	.	.	$32,870	$42,128	$43,939	$28,594	$32,751	$34,814	$30,259	$32,509	$37,180
Total												
Doctoral	$53,735	$61,598	$68,610	$45,000	$49,716	$56,467	$40,407	$43,133	$46,513	$34,650	$40,925	$44,722
Nondoctoral	$48,650	$53,245	$63,530	$38,697	$42,565	$47,200	$33,430	$36,407	$40,400	$31,200	$34,863	$38,850

Table 54

CALENDAR YEAR: Faculty Salaries in Institutions with a BACCALAUREATE PROGRAM ONLY According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	25	$54,122	$8,445	118	$45,712	$6,137	64	$42,951	$6,775	2	.	.
Nondoctoral	1	.	.	88	$42,149	$6,170	416	$36,961	$5,132	96	$32,855	$4,007
Secular												
Doctoral	7	$43,828	$5,841	23	$43,264	$6,379	17	$40,524	$5,506	0	.	.
Nondoctoral	5	$41,459	$11,648	22	$39,968	$6,239	114	$37,342	$5,137	37	$33,313	$3,093
Religious												
Doctoral	16	$51,393	$11,147	44	$42,890	$5,876	26	$39,310	$4,940	0	.	.
Nondoctoral	9	$46,691	$7,872	89	$37,790	$5,439	273	$33,012	$4,523	79	$28,454	$3,238
Total**												
Doctoral	48	$51,711	$9,634	185	$44,736	$6,211	108	$41,680	$6,309	2	.	.
Nondoctoral	15	$44,108	$9,387	201	$39,952	$6,157	825	$35,643	$5,245	213	$31,297	$4,183

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 55

CALENDAR YEAR: Faculty Salaries in Institutions with a BACCALAUREATE PROGRAM ONLY According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$47,656	$53,971	$60,500	$41,818	$45,866	$48,956	$38,229	$41,496	$45,893	.	.	.
Nondoctoral	.	.	.	$38,567	$41,497	$45,089	$33,912	$36,161	$39,255	$30,287	$32,284	$34,258
Secular												
Doctoral	$39,111	$42,120	$49,072	$38,500	$41,556	$46,200	$37,033	$37,803	$41,546	.	.	.
Nondoctoral	$36,104	$36,240	$37,681	$35,909	$39,821	$44,978	$33,825	$35,886	$38,952	$31,167	$33,393	$35,344
Religious												
Doctoral	$42,558	$49,875	$58,291	$38,208	$41,527	$47,874	$36,793	$39,004	$43,413	.	.	.
Nondoctoral	$40,152	$45,029	$50,390	$33,637	$38,122	$41,063	$29,853	$32,683	$35,581	$26,278	$28,111	$29,822
Total**												
Doctoral	$43,336	$50,519	$58,279	$39,722	$44,039	$48,852	$37,148	$40,268	$44,627	.	.	.
Nondoctoral	$36,240	$40,152	$50,390	$35,163	$40,177	$43,114	$32,144	$35,025	$38,256	$28,172	$31,167	$33,614

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 56

CALENDAR YEAR: Faculty Salaries in Institutions with a MASTER'S PROGRAM in Nursing According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	428	$61,985	$11,128	831	$50,548	$8,028	809	$43,840	$5,952	16	$39,685	$6,557
Nondoctoral	47	$58,729	$11,072	341	$45,191	$7,109	1074	$37,735	$5,324	579	$32,968	$4,657
Secular												
Doctoral	66	$63,543	$15,569	172	$50,389	$8,546	178	$44,055	$7,057	9	$40,780	$10,140
Nondoctoral	3	$59,535	$15,590	40	$44,659	$7,402	208	$37,711	$6,101	237	$39,160	$5,512
Religious												
Doctoral	51	$54,279	$11,813	121	$47,579	$8,245	91	$40,896	$4,704	4	$37,485	$9,155
Nondoctoral	2	.	.	65	$40,113	$5,560	220	$34,358	$5,300	105	$32,038	$4,210
Total												
Doctoral	545	$61,453	$12,024	1124	$50,204	$8,176	1078	$43,627	$6,108	29	$39,722	$7,904
Nondoctoral	52	$58,476	$11,188	446	$44,403	$7,143	1502	$37,237	$5,560	921	$34,455	$5,584

Table 57

CALENDAR YEAR: Faculty Salaries in Institutions with a MASTER'S PROGRAM in Nursing According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$54,139	$61,537	$67,775	$44,848	$49,136	$55,266	$40,236	$43,041	$46,575	$34,977	$39,704	$44,297
Nondoctoral	$51,932	$56,726	$67,775	$39,925	$44,087	$49,516	$33,988	$36,728	$40,904	$29,927	$32,267	$35,444
Secular												
Doctoral	$53,808	$60,478	$73,456	$45,173	$50,989	$54,639	$40,333	$43,302	$47,911	$33,689	$42,000	$47,544
Nondoctoral	$41,556	$67,750	$69,300	$38,095	$45,478	$49,788	$33,436	$36,942	$42,442	$36,125	$38,744	$41,920
Religious												
Doctoral	$46,444	$51,140	$62,115	$42,068	$47,184	$53,289	$37,889	$41,382	$44,122	$32,377	$41,385	$42,593
Nondoctoral	.	.	.	$36,029	$40,865	$43,674	$31,090	$34,222	$37,589	$28,991	$32,083	$34,155
Total												
Doctoral	$52,697	$60,770	$67,775	$44,648	$49,143	$55,000	$40,000	$43,000	$46,444	$34,650	$40,920	$43,872
Nondoctoral	$51,795	$56,963	$67,775	$39,227	$43,398	$48,695	$33,451	$36,449	$40,715	$30,556	$33,472	$37,502

Table 58

CALENDAR YEAR: Faculty Salaries in Institutions with a DOCTORAL PROGRAM in Nursing According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	242	$62,318	$11,483	407	$51,889	$8,327	430	$43,753	$5,764	11	$40,477	$5,762
Nondoctoral	9	$59,074	$13,484	115	$44,804	$7,368	331	$36,981	$5,170	160	$34,052	$4,425
Secular												
Doctoral	42	$68,260	$15,681	76	$53,284	$8,537	115	$44,350	$7,007	8	$40,679	$10,836
Nondoctoral	0	.	.	7	$47,112	$7,224	68	$40,652	$5,710	186	$39,655	$5,343
Religious												
Doctoral	10	$65,183	$9,004	44	$50,869	$6,531	31	$41,704	$3,619	0	.	.
Nondoctoral	1	.	.	4	$47,650	$3,370	26	$38,710	$4,591	12	$34,472	$1,788
Total												
Doctoral	294	$63,264	$12,239	527	$52,005	$8,231	576	$43,762	$5,958	19	$40,562	$8,007
Nondoctoral	10	$59,089	$12,713	126	$45,023	$7,266	425	$37,674	$5,391	358	$36,977	$5,603

Table 59

CALENDAR YEAR: Faculty Salaries in Institutions with a DOCTORAL PROGRAM in Nursing According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$53,904	$61,608	$68,234	$46,176	$50,442	$57,270	$40,500	$43,100	$46,058	$35,304	$40,000	$44,722
Nondoctoral	$51,932	$54,956	$63,530	$39,755	$43,300	$47,995	$33,411	$35,964	$39,802	$31,183	$32,964	$36,303
Secular												
Doctoral	$55,461	$66,992	$80,000	$48,405	$52,572	$55,495	$40,333	$43,144	$48,435	$31,845	$42,500	$47,772
Nondoctoral	.	.	.	$40,590	$45,347	$55,970	$36,685	$40,579	$44,518	$36,450	$39,378	$42,074
Religious												
Doctoral	$62,944	$63,372	$75,533	$46,628	$51,389	$53,656	$39,172	$42,778	$44,489	.	.	.
Nondoctoral	.	.	.	$44,944	$48,217	$50,356	$33,000	$38,928	$43,022	$33,061	$34,222	$35,811
Total												
Doctoral	$54,379	$61,919	$69,390	$46,430	$50,967	$56,925	$40,358	$43,102	$46,027	$34,650	$42,000	$46,058
Nondoctoral	$51,932	$56,078	$63,530	$39,783	$43,616	$48,724	$33,611	$36,544	$40,824	$32,756	$36,425	$40,274

Table 60

CALENDAR YEAR: Faculty Salaries in Institutions in a RURAL AREA According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	23	$55,726	$7,563	58	$47,259	$6,052	29	$40,626	$4,487	0	.	.
Nondoctoral	2	.	.	36	$45,193	$5,968	208	$38,137	$4,494	67	$31,831	$2,572
Secular												
Doctoral	6	$60,049	$10,335	24	$50,710	$4,409	7	$43,852	$3,226	0	.	.
Nondoctoral	1	.	.	2	.	.	41	$38,514	$5,230	6	$29,995	$1,018
Religious												
Doctoral	7	$45,069	$5,316	9	$41,975	$4,236	3	$36,649	$1,630	0	.	.
Nondoctoral	3	$45,552	$7,318	16	$35,758	$6,005	44	$31,354	$4,903	17	$30,525	$3,054
Total												
Doctoral	36	$54,375	$8,950	91	$47,647	$5,965	39	$40,899	$4,439	0	.	.
Nondoctoral	6	$51,655	$10,475	54	$42,268	$7,512	293	$37,171	$5,256	90	$31,462	$2,656

Table 61

CALENDAR YEAR: Faculty Salaries in Institutions in a RURAL AREA According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$50,336	$53,185	$61,785	$43,571	$47,224	$51,333	$38,836	$40,553	$42,778	.	.	.
Nondoctoral	.	.	.	$40,781	$44,479	$50,487	$34,586	$37,505	$41,818	$29,944	$31,296	$33,675
Secular												
Doctoral	$50,631	$58,636	$68,567	$47,361	$51,150	$53,996	$40,944	$45,222	$45,864	.	.	.
Nondoctoral	.	.	.	.	.	.	$35,173	$36,871	$43,022	$29,333	$29,402	$30,769
Religious												
Doctoral	$41,151	$45,848	$50,111	$39,111	$42,289	$43,054	$34,828	$37,148	$37,971	.	.	.
Nondoctoral	$40,152	$42,623	$53,882	$33,317	$34,385	$41,476	$29,2[illegible]	$30,989	$35,444	$28,111	$30,465	$32,466
Total												
Doctoral	$48,688	$50,978	$61,129	$43,571	$47,544	$51,887	$38,500	$40,944	$44,000	.	.	.
Nondoctoral	$42,623	$51,427	$55,000	$37,152	$42,088	$48,175	$33,924	$36,508	$41,818	$29,471	$30,850	$33,428

Table 62

CALENDAR YEAR: Faculty Salaries in Institutions in a SMALL CITY According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	58	$60,691	$10,533	140	$49,861	$9,497	148	$44,122	$6,276	4	$45,987	$2,661
Nondoctoral	2	.	.	113	$44,119	$6,572	300	$36,772	$5,281	170	$31,802	$4,424
Secular												
Doctoral	6	$46,592	$5,155	9	$42,518	$5,939	9	$38,297	$4,978	0	.	.
Nondoctoral	0	.	.	3	$37,872	$8,083	40	$34,508	$4,374	5	$30,386	$2,098
Religious												
Doctoral	7	$47,377	$10,877	12	$38,847	$6,925	7	$36,050	$4,469	0	.	.
Nondoctoral	3	$46,816	$3,095	26	$38,145	$4,460	59	$32,988	$4,076	23	$31,382	$2,995
Total												
Doctoral	71	$58,187	$11,436	161	$48,629	$9,697	164	$43,458	$6,458	4	$45,987	$2,661
Nondoctoral	5	$47,906	$3,043	142	$42,893	$6,683	399	$35,985	$5,221	198	$31,718	$4,237

Table 63

CALENDAR YEAR: Faculty Salaries in Institutions in a SMALL CITY According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$53,295	$61,204	$66,842	$43,331	$47,926	$55,376	$40,284	$42,778	$46,701	$44,115	$45,390	$47,859
Nondoctoral	.	.	.	$40,113	$43,086	$47,527	$32,919	$36,060	$40,178	$29,333	$30,911	$33,522
Secular												
Doctoral	$41,184	$47,850	$48,834	$39,111	$40,792	$49,213	$34,997	$37,803	$40,203	.	.	.
Nondoctoral	.	.	.	$29,000	$39,797	$44,819	$32,297	$34,566	$37,639	$28,111	$31,591	$31,726
Religious												
Doctoral	$35,705	$49,605	$58,587	$33,466	$37,189	$42,664	$33,000	$36,833	$40,049	.	.	.
Nondoctoral	$45,029	$45,029	$50,390	$32,870	$38,564	$40,865	$28,594	$33,279	$36,162	$31,167	$32,247	$33,361
Total												
Doctoral	$49,610	$56,727	$66,244	$42,106	$46,700	$54,853	$39,321	$42,472	$45,964	$44,115	$45,390	$47,859
Nondoctoral	$45,029	$47,422	$50,390	$39,050	$41,702	$46,689	$32,389	$35,444	$39,251	$29,333	$31,167	$33,397

Table 64

CALENDAR YEAR: Faculty Salaries in Institutions in METROPOLITAN AREAS OUTSIDE CITY LIMITS According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	17	$54,656	$13,631	63	$49,677	$7,749	52	$45,338	$6,430	0	.	.
Nondoctoral	9	$44,476	$10,503	25	$43,673	$4,046	129	$37,686	$5,660	33	$32,352	$2,244
Secular												
Doctoral	12	$56,971	$8,364	14	$45,796	$5,293	5	$38,468	$5,604	0	.	.
Nondoctoral	1	.	.	3	$38,299	$7,571	26	$34,729	$4,665	4	$27,324	$1,259
Religious												
Doctoral	20	$55,159	$11,525	48	$47,430	$8,597	31	$40,933	$4,402	2	.	.
Nondoctoral	0	.	.	20	$40,392	$6,371	138	$34,790	$4,880	47	$29,753	$2,464
Total												
Doctoral	49	$55,428	$11,462	125	$48,380	$7,933	88	$43,396	$6,178	2	.	.
Nondoctoral	10	$43,533	$10,342	48	$41,970	$5,538	293	$36,060	$5,401	84	$30,658	$2,739

Table 65

CALENDAR YEAR: Faculty Salaries in Institutions in METROPOLITAN AREAS OUTSIDE CITY LIMITS According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$44,179	$54,509	$58,432	$45,654	$49,256	$54,295	$40,719	$44,918	$48,753	.	.	.
Nondoctoral	$34,109	$40,486	$54,804	$41,189	$43,323	$46,378	$34,222	$36,667	$39,593	$31,142	$32,284	$32,958
Secular												
Doctoral	$53,811	$54,853	$62,567	$42,582	$46,440	$48,928	$37,627	$38,240	$43,336	.	.	.
Nondoctoral	.	.	.	$30,075	$39,844	$44,978	$30,507	$36,045	$38,622	$26,374	$27,385	$28,274
Religious												
Doctoral	$46,139	$51,620	$63,189	$41,205	$44,813	$52,983	$38,451	$41,036	$44,555	.	.	.
Nondoctoral	.	.	.	$33,471	$40,700	$46,348	$31,167	$34,601	$37,589	$28,111	$29,536	$31,411
Total												
Doctoral	$46,444	$54,701	$63,067	$42,582	$47,056	$52,694	$39,225	$43,452	$46,568	.	.	.
Nondoctoral	$34,109	$40,077	$54,804	$37,667	$43,066	$46,348	$32,340	$35,348	$38,418	$28,643	$30,617	$32,475

Table 66

CALENDAR YEAR: Faculty Salaries in Institutions in METROPOLITAN AREAS INSIDE CITY LIMITS According to Rank by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
Public												
Doctoral	337	$62,882	$11,018	657	$50,408	$7,833	622	$43,903	$5,928	13	$38,390	$6,280
Nondoctoral	34	$63,105	$8,566	238	$45,053	$7,683	789	$37,655	$5,470	398	$33,688	$4,911
Secular												
Doctoral	49	$64,840	$17,587	148	$50,143	$9,255	174	$44,177	$7,079	9	$40,780	$10,140
Nondoctoral	6	$46,927	$14,237	54	$43,589	$7,055	215	$38,319	$5,948	259	$38,889	$5,313
Religious												
Doctoral	33	$55,764	$11,932	95	$47,276	$7,314	76	$40,952	$4,819	2	.	.
Nondoctoral	5	$48,991	$11,320	91	$39,231	$5,427	241	$33,823	$4,836	96	$30,750	$5,097
Total**												
Doctoral	419	$62,550	$12,179	900	$50,033	$8,079	873	$43,698	$6,140	24	$38,824	$8,253
Nondoctoral	45	$59,379	$11,569	385	$43,442	$7,492	1267	$36,986	$5,639	754	$35,098	$5,838

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Table 67

CALENDAR YEAR: Faculty Salaries in Institutions in METROPOLITAN AREAS INSIDE CITY LIMITS According to Rank and PERCENTILE by Type of Institution and Faculty Educational Preparation

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$54,880	$61,640	$67,775	$44,836	$49,020	$55,031	$40,236	$43,166	$46,650	$35,304	$38,000	$40,000
Nondoctoral	$56,173	$67,775	$67,775	$39,506	$43,909	$49,555	$33,972	$36,562	$40,500	$30,213	$32,911	$36,667
Secular												
Doctoral	$54,100	$61,450	$80,000	$43,836	$50,971	$55,085	$40,333	$43,220	$48,009	$33,689	$42,000	$47,544
Nondoctoral	$36,240	$39,618	$62,228	$37,889	$44,024	$48,211	$33,875	$37,653	$42,778	$35,500	$38,292	$41,762
Religious												
Doctoral	$48,600	$51,383	$62,115	$41,468	$47,365	$52,678	$37,889	$41,469	$44,022	.	.	.
Nondoctoral	$39,507	$47,540	$59,220	$34,854	$39,502	$42,744	$30,516	$33,153	$36,667	$27,630	$29,704	$34,711
Total**												
Doctoral	$54,180	$61,580	$67,899	$44,495	$49,020	$54,704	$40,000	$43,051	$46,505	$34,170	$39,704	$43,436
Nondoctoral	$53,245	$63,530	$67,775	$38,074	$42,460	$47,925	$33,175	$36,095	$40,306	$30,983	$34,689	$38,285

** Total includes schools which could not be classified as public, private/secular, or private/religious.

Appendix A

1989-90 IDS Response Rates by Region for the Faculty Survey

Region	Total N	# Return	Percent
North Atlantic	120	110	92%
Midwest	113	102	90
South	134	123	92
West	44	39	89
Total	411	374	91

Appendix B

Carnegie Classification Definitions

Comprehensive Universities and Colleges I: These institutions offer baccalaureate programs and, with few exceptions, graduate education through the masters degree. More than half of their baccalaureate degrees are awarded in two or more occupational or professional disciplines such as engineering or business administration. All of the institutions in this group enroll at least 2,500 students.

Comprehensive Universities and Colleges II: These institutions award more than half of their baccalaureate degrees in two or more occupational or professional disciplines, such as engineering or business administration, and many also offer graduate education through the masters degree. All of the colleges and universities in this group enroll between 1,500 and 2,500 students.

Doctorate-Granting Universities I: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award at least 40 Ph.D. degrees annually in five or more academic disciplines.

Doctorate-Granting Universities II: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award annually 20 or more Ph.D. degrees in at least one discipline or 10 or more Ph.D. degrees in three or more disciplines.

Liberal Arts Colleges I: These highly selective institutions are primarily undergraduate colleges that award more than half of their baccalaureate degrees in arts and science fields.

Liberal Arts Colleges II: These institutions are primarily undergraduate colleges that are less selective and award more than half of their degrees in liberal arts fields. This category also includes a group of colleges that award less than half of their degrees in liberal arts fields but, with fewer than 1,500 students, are too small to be considered comprehensive.

Research Universities I: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually at least $33.5 million in federal support and award at least 50 Ph.D. degrees each year.

Research Universities II: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually between $12.5 million and $33.5 million in federal support for research and development and award at least 50 Ph.D. degrees each year.

Professional Schools and Other Specialized Institutions: These institutions offer degrees ranging from the bachelor's to the doctorate. At least 50 percent of the degrees awarded by these institutions are in a single specialized field.

Two-Year Community, Junior and Technical Colleges: These institutions offer certificate or degree programs through the Associate of Arts level and, with few exceptions, offer no baccalaureate degrees.

Source: The Carnegie Foundation for the Advancement of Teaching, *A Classification of Institutions of Higher Education, 1987 Edition*, 1987, Princeton University Press, Lawrenceville, New Jersey.